

TO: Principal X

FROM: Crystal Mercado

RE: New Gender Bias Training for Faculty and Staff

Our school mission statement declares that we are committed to providing educational experiences that will enable each student to become a lifelong learner, enter the work force with necessary skills, and achieve academic and personal potential. To assist all faculty and staff in ensuring this statement is implemented, observed, and achieved in all classrooms, I propose implementing gender bias training for all faculty and staff.

This training is essential to provide faculty and staff with the resources and guidance to recognize any gender perceptions or unconscious gender biases they may have. Gender bias in teaching affects students' self-esteem, academic success, and class participation. Gender bias can occur within subject areas, electives, and school activities. Within the classroom, these biases unfold in students' practices and teachers' acceptance of certain behaviors. This can lead to classroom management problems, lack of social skills, decreased academic performance, low standardized test scores, and higher drop-out rates.

Gender bias training can be used to guarantee that all faculty and staff provide educational experiences that will enable all students to become lifelong learners, enter the work force, and accomplish their academic and personal potential. Students will learn that they can achieve in all subjects and careers regardless of their gender. Seeing representations of both genders in all subjects will also give students the knowledge that they can excel in their chosen field.

During pre-service training, all faculty and staff will participate in gender bias training which will consist of handouts, power-points, videos, and role playing from the Gender Bias Learning Project website. This website is a project of the Center for Work Life Law UC Hastings College of the Law Training and is free. If you would like to explore the information, the website can be accessed at <http://www.genderbiasbingo.com/>. Training will also include reminders to all faculty and staff to have pictures, books, resources, and lessons that represent both genders. This training will be re-administered mid-year to allow any new faculty or staff members to participate, and as a refresher for faculty and staff that participated during pre-service. At your convenience, please contact me so we might discuss my proposed training and its implementation.

Thank you for your time and consideration,

Crystal Mercado